



**Hospital & Healthcare Compensation Service**

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**Press Release**

**New Study Shows  
Mental Health Clinician Pay Increases 4.58%**

Oakland, NJ, May 2019 – The 3<sup>rd</sup> annual **Behavioral Health Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)**, is now available. A comparison of the national 50<sup>th</sup> percentile in the 2018 and 2019 Reports showed the national hourly rate for Mental Health Clinicians (MSW) in behavioral health facilities increased 4.58%. The national hourly rate in 2019 was \$26.46 compared to \$25.30 in 2018.

In a state comparison, Indiana had the lowest average MHC rate of \$24.07; while Virginia had the highest average rate of \$29.91. The national average hourly rate for Mental Health Clinicians (MSW) in for-profit facilities was \$27.70; the 50<sup>th</sup> percentile was \$27.46. The national average in not-for-profit facilities was \$25.61; the 50<sup>th</sup> percentile was \$24.51. The average bonus reported for MHC’s was 3.10% of salary.

**Mental Health Clinician (MSW)**

2018 50 <sup>th</sup> Percentile	2019 50 <sup>th</sup> Percentile	Percent Increase
\$25.30	\$26.46	4.58%

Source: 2018 + 2019 HCS Behavioral Health Salary & Benefits Reports, national data (all participants)

An analysis of benefits for behavioral health employees showed a rise in premiums. Annual health insurance premiums increased from \$6,378 in 2017; \$6,902 in 2018; and \$8,000 in 2019 (single employee plan.) The percent of premium paid by the facility increased to 78.2% from 77.1% in 2018.

758 behavioral health facilities nationwide participated in the study. 33.51% of participants were not-for-profit facilities; 66.49% reporting were for-profit facilities. The results cover hourly and bonus data for 50+ jobs. Job data are grouped by region, state, CBSA, profit type, hospital + community health centers vs. non-hospital/non-chc data. The **Report** also includes 12 fringe benefits, turnover rates by department, caseload, and actual and projected salary increases by department.

The **Report** is available for \$350. To order online, visit the **HCS** website at [www.hhcsinc.com](http://www.hhcsinc.com) or call (201) 405-0075.

**HCS**, founded in 1971, is recognized as the leader in national healthcare salary and benefits research. **HCS** conducts national and custom marketplace studies, publishing ten specialized **Reports** each year. For a complete listing of all products and services, please visit the **HCS** website.

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